



Director's Office

One Capitol Hill | Providence, RI 02908 | (401) 222-2280

April 15, 2026

The Honorable Arthur J. Corvese
Chairperson
House Committee on Labor
Rhode Island House of Representatives
82 Smith Street
Providence, RI 02903

Re: House Bill No. 7768 – An Act Relating to Labor and Labor Relations – Fair Employment Practices

Dear Chairperson Corvese:

Thank you for providing Division of Human Resources (“Division”) within the Department of Administration the opportunity to submit comments in response to House Bill No. 7768, which proposes new amendments to labor law, specifically relating to unlawful employment practices.

As the State’s hiring and personnel management division, we would like to highlight our concerns with the above-referenced legislation. The Division certainly shares the goal of fostering safe, healthy workplaces for our dedicated State employees. However, this legislation reaches too far in seeking that goal by expanding direct liability for individuals acting in their work capacity. There are already clear guidelines for personal liability established by the Rhode Island Supreme Court in Mancini v. City of Providence, 155 A.3d 159 (R.I. 2017).

Our concern is that employee recruitment and retention would be dramatically impacted if employees could be exposed to expanded personal liability actions as a result of their efforts in the workplace. Such a chilling effect could not only have severe, unintended consequences for recruitment, but could also curb management’s ability to effectively and practically oversee personnel due to fear of potential personal litigation.

The Division appreciates the opportunity to share our concern over this legislation with the Committee. If there are any questions, please feel free to contact my office at your convenience.

Sincerely,

A handwritten signature in cursive script that reads "Jennifer L. Wilson".

Jennifer L. Wilson
Executive Director
Division of Human Resources

cc: The Honorable Members of the House Committee on Labor
The Honorable John G. Edwards
Nicole McCarty, Esq., Chief Legal Counsel to the Speaker of the House
James DeCastro, Committee Clerk